

Houston ISD Appraisal Record Summary
Professional Development and Appraisal System
Modified Professional Development and Appraisal System

Supporting appraisal documents may be retrieved from special storage upon request.

Teacher Tom Jones SS # 439-62-2999
 Campus Yates High Assignment/Grade Choir / Mixed

SECTION A

Name of Appraiser: Rose Ellis

Instructions: Transfer the DOMAIN SCORES from the SUMMATIVE ANNUAL APPRAISAL REPORT.
 Consult the Score Conversion Chart for a single appraisal to convert each Domain Score to a Domain Rating.

DOMAIN	DOMAIN SCORES	DOMAIN RATINGS
I Student Participation	<u>13</u>	<u>Proficient</u>
II Learner-Centered Instruction	<u>27</u>	<u>"</u>
III Evaluation & Feedback	<u>16</u>	<u>"</u>
IV Management	<u>24</u>	<u>"</u>
V Professional Communication	<u>18</u>	<u>"</u>
VI Professional Development	<u>12</u>	<u>"</u>
VII Compliance	<u>9</u>	<u>"</u>
VIII Academic Performance Improvement	<u>36</u>	<u>Proficient</u>

SECTION B

DOMAIN SCORES:

When a second observation has been conducted use the following procedures:

1. Transfer the Domain Scores recorded in Section A to the space marked Appraiser Domain Scores below.
2. Transfer the Second Appraiser Domain Scores from the Summative Annual Appraisal Report to the space marked Second Appraiser Domain Scores below.
3. Compute the Weighted Domain Scores by averaging the Domain Scores of both appraisers.
4. Consult the Score Conversion Chart to convert each Weighted Domain Score to a Domain Rating.

SECTION C

	DOMAIN SCORE CONVERSION CHART							
RATING	I	II	III	IV	V	VI	VII	VIII
Exceeds Expectations	20-25	37-45	25-30	34-40	25-30	16-20	13-15	(1 st yr) 37-45 (2 nd yr) 40-50
Proficient	12-19	23-36	15-24	20-33	15-24	9-15	9-12	23-36 24-39
Below Expectations	4-11	7-22	5-14	6-19	5-14	3-8	3-8	7-22 8-23
Unsatisfactory	0-3	0-6	0-4	0-5	0-4	0-2	0-2	0-6 0-7

SECTION D

DOMAIN	APPRAISER DOMAIN SCORES	SECOND APPRAISER DOMAIN SCORES	WEIGHTED DOMAIN SCORES	DOMAIN RATINGS
I			+ 2 =	
II			+ 2 =	
III			+ 2 =	
IV			+ 2 =	
V			+ 2 =	
VI			+ 2 =	
VII			+ 2 =	
VIII			+ 2 =	

PLAINTIFF'S EXHIBIT

B

Appraiser Signature Rose Ellis Date Completed 6/5/11

Teacher's Signature Tom Jones Date June 2008

Signature of Second Appraiser if present at Conference Louetta Henderson 6/5/11

Date of Conference June 2008

✓ **Houston ISD Appraisal Record Summary**
Professional Development and Appraisal System
Modified Professional Development and Appraisal System

2003-2004

#07200

Supporting appraisal documents may be retrieved from special storage upon request.

Teacher TOM JONES SS # _____
 Campus KElso Elem. Assignment/Grade K-5 MUSIC

SECTION A

Name of Appraiser:

DEBRA A. HayesInstructions: Transfer the **DOMAIN SCORES** from the **SUMMATIVE ANNUAL APPRAISAL REPORT**.Consult the **Score Conversion Chart** for a single appraisal to convert each Domain Score to a Domain Rating.

DOMAIN	DOMAIN SCORES	DOMAIN RATINGS
I Student Participation	<u>15</u>	<u>P</u>
II Learner-Centered Instruction	<u>27</u>	<u>P</u>
III Evaluation & Feedback	<u>18</u>	<u>P</u>
IV Management	<u>24</u>	<u>P</u>
V Professional Communication	<u>18</u>	<u>P</u>
VI Professional Development	<u>13</u>	<u>P</u>
VII Compliance	<u>9</u>	<u>P</u>
VIII Academic Performance Improvement	<u>27</u>	<u>P</u>

SECTION B**DOMAIN SCORES:**

When a second observation has been conducted use the following procedures:

1. Transfer the Domain Scores recorded in Section A to the space marked Appraiser Domain Scores below.
2. Transfer the Second Appraiser Domain Scores from the Summative Annual Appraisal Report to the space marked Second Appraiser Domain Scores below.
3. Compute the Weighted Domain Scores by *averaging* the Domain Scores of both appraisers.
4. Consult the Score Conversion Chart to convert each Weighted Domain Score to a Domain Rating.

SECTION C**DOMAIN SCORE CONVERSION CHART**

RATING	I	II	III	IV	V	VI	VII	VIII
								(1 st yr) (2 nd yr)
Exceeds Expectations	20-25	37-45	25-30	34-40	25-30	16-20	13-15	37-45 40-50
Proficient	12-19	23-36	15-24	20-33	15-24	9-15	9-12	23-36 24-39
Below Expectations	4-11	7-22	5-14	6-19	5-14	3-8	3-8	7-22 8-23
Unsatisfactory	0-3	0-6	0-4	0-5	0-4	0-2	0-2	0-6 0-7

SECTION D

DOMAIN	APPRAISER DOMAIN SCORES	SECOND APPRAISER DOMAIN SCORES	WEIGHTED DOMAIN SCORES	DOMAIN RATINGS
I	_____	_____ + _____ = _____	_____	_____
II	_____	_____ + _____ = _____	_____	_____
III	_____	_____ + _____ = _____	_____	_____
IV	_____	_____ + _____ = _____	_____	_____
V	_____	_____ + _____ = _____	_____	_____
VI	_____	_____ + _____ = _____	_____	_____
VII	_____	_____ + _____ = _____	_____	_____
VIII	_____	_____ + _____ = _____	_____	_____

Appraiser Signature

Date Completed

Signature of Second Appraiser if present at Conference

Teacher's Signature

Date of Conference

1054

HISD000097

Professional Development and Appraisal System: Observation Summary

NAME & SSN: Tom Jones, 439622999 APPRAISER: Debra Hayes CAMPUS: Kelso Elementary ASSIGNMENT: Multigrade Music Teacher DATE: 03/30/2005 BEG: 9:15 AI

DOMAIN I: Active, Successful Participation in the Learning Process

1. Engaged in learning	3
2. Successful in learning	3
3. Critical thinking/Problem solving	3
4. Self-directed	3
5. Connects learning	3
Total	15
20 25 Exceeds Expectations	12 19 Proficient
4 11 Below Expectations	0 3 Unsatisfactory

DOMAIN III: Evaluation and Feedback on Student Progress

1. Monitored and assessed	3
2. Assessment and instruction are aligned	3
3. Appropriate assessment	3
4. Learning reinforced	3
5. Constructive feedback	3
6. Relearning and re-evaluation	3
Total	18
25 30 Exceeds Expectations	15 24 Proficient
5 14 Below Expectations	0 4 Unsatisfactory

DOMAIN V: Professional Communication

1. Written with students	3
2. Verbal/non-verbal with students	3
3. Reluctant students	3
4. Written with parents, staff, community members, and other professionals	3
5. Verbal/non-verbal with parents, staff, community members, and other professionals	3
6. Supportive, courteous	3
Total	18
25 30 Exceeds Expectations	15 24 Proficient
5 14 Below Expectations	0 4 Unsatisfactory

DOMAIN II: Learner-Centered Instruction

1. Goals and objectives	3
2. Learner-centered	3
3. Critical thinking/Problem solving	3
4. Motivational strategies	3
5. Alignment	3
6. Pacing/sequencing	3
7. Value and importance	3
8. Appropriate questioning and inquiry	3
9. Use of technology	3

Total

37 45 Exceeds Expectations	23 36
7 22 Below Expectations	0 6

DOMAIN IV: Management of Student Discipline, in Strategies, Time, and Materials

1. Discipline procedures	3
2. Self-discipline and self-directed learning	3
3. Equitable teacher-student interaction	3
4. Expectations for behavior	3
5. Redirects disruptive behavior	3
6. Reinforces desired behavior	3
7. Equitable and varied characteristics	3
8. Manages time and materials	3

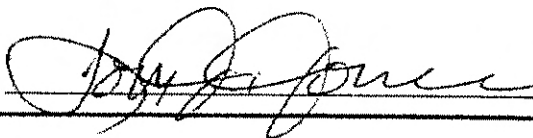
Total

34 40 Exceeds Expectations	20 33
6 19 Below Expectations	0 5

Signature of Appraiser: Debra A. HayesDate: March 30, 2005

My appraiser has given me a copy of this Observation Appraisal Report.

Signature of Teacher:

A handwritten signature in black ink, appearing to read "J. R. Jones", written over a horizontal line.

Date:

A handwritten date in black ink, "30 March 2005", written over a horizontal line.

Professional Development and Appraisal System: Summative Annual Appraisal

NAME & SSN:
Tom Jones, 439622999APPRAISER:
Debra HayesCAMPUS:
Kelso ElementaryASSIGNMENT:
Multigrade Music TeacherDATE:
03/30/2005BEG:
9:15 AM**DOMAIN VI: Professional Development**

1. Campus/district goals	3
2. Student needs	3
3. Prior performance appraisal	3
4. Improvement of student performance	3
Total	12
16 20 Exceeds Expectations	9 15 Proficient
3 8 Below Expectations	0 2 Unsatisfactory

DOMAIN VII: Compliance With Policies, Operating and Requirements

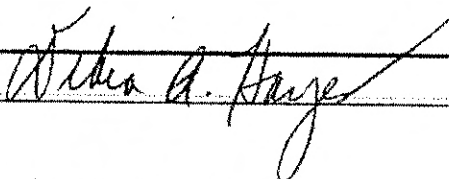
1. Policies, procedures, and legal requirements	3
2. Verbal/written directives	3
3. Environment	3
Total	9
13 15 Exceeds Expectations	9 12 Proficient
3 8 Below Expectations	0 2 Unsatisfactory

DOMAIN VIII: Improvement of Academic Performance of all Students on the Campus (Based on Indicators Included in the AEIS)

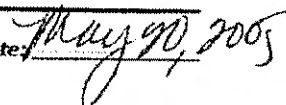
1. Aligns Instruction	3
2. Analyzes TAKS data	3
3. Appropriate sequence	3
4. Appropriate materials	3
5. Monitors student performance	3
6. Monitors attendance	3
7. Students in at-risk situations	3
8. Appropriate plans for intervention	3
9. Modifies and adapts	3
10. Campus Performance Rating + AYP	3
Total	30
40 50 Exceeds Expectations	24 39 Proficient
8 23 Below Expectations	0 7 Unsatisfactory

Campus Performance Rating Meets AYP 1
Recognized: 2

Signature of Appraiser:



Date:

<http://amun.houstonisd.org/pdas/PrintB.aspx>

4/25/2005

HISD000102

My appraiser and I have discussed this Summative Annual Appraisal Report.

Signature of Teacher: _____

Date: _____

[Handwritten Signature] *20 May 2005*

Print Appraisal

Professional Development and Appraisal System: Observation Summary

NAME & SSN: Tom Jones, 439622999 APPRAISER: Bonita Morgan CAMPUS: Hines-Caldwell ES ASSIGNMENT: PreK-5th DATE: 04/03/2007 BEG: 10:30 AM END: 11:15 AM

DOMAIN I: Active, Successful Participation in the Learning Process

1. Engaged in learning	3
2. Successful in learning	3
3. Critical thinking/Problem solving	3
4. Self-directed	3
5. Connects learning	3
Total	15
20 25 Exceeds Expectations	12 19 Proficient
4 11 Below Expectations	0 3 Unsatisfactory

DOMAIN III: Evaluation and Feedback on Student Progress

1. Monitored and assessed	3
2. Assessment and instruction are aligned	3
3. Appropriate assessment	3
4. Learning reinforced	3
5. Constructive feedback	3
6. Relearning and re-evaluation	3
Total	18
25 30 Exceeds Expectations	15 24 Proficient
5 14 Below Expectations	0 4 Unsatisfactory

DOMAIN V: Professional Communication

1. Written with students	3
2. Verbal/non-verbal with students	3
3. Reluctant students	3
4. Written with parents, staff, community members, and other professionals	3
5. Verbal/non-verbal with parents, staff, community members, and other professionals	3
6. Supportive, courteous	3
Total	18
25 30 Exceeds Expectations	15 24 Proficient
5 14 Below Expectations	0 4 Unsatisfactory

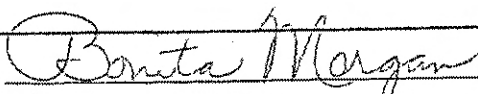
DOMAIN II: Learner-Centered Instruction

1. Goals and objectives	3
2. Learner-centered	3
3. Critical thinking/Problem solving	3
4. Motivational strategies	3
5. Alignment	3
6. Pacing/sequencing	3
7. Value and importance	3
8. Appropriate questioning and inquiry	3
9. Use of technology	3
Total	27
37 45 Exceeds Expectations	23 36 Proficient
7 22 Below Expectations	0 6 Unsatisfactory

DOMAIN IV: Management of Student Discipline, Instructional Strategies, Time, and Materials

1. Discipline procedures	3
2. Self-discipline and self-directed learning	3
3. Equitable teacher-student interaction	3
4. Expectations for behavior	3
5. Redirects disruptive behavior	3
6. Reinforces desired behavior	3
7. Equitable and varied characteristics	3
8. Manages time and materials	3
Total	24
34 40 Exceeds Expectations	20 33 Proficient
6 19 Below Expectations	0 5 Unsatisfactory

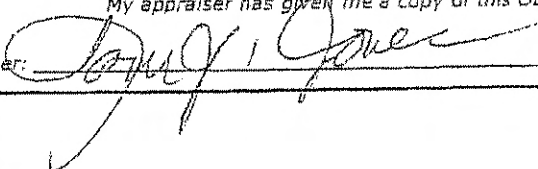
Signature of Appraiser:



Date: 5-23-07

My appraiser has given me a copy of this Observation Appraisal Report.

Signature of Teacher:



Date: 5/3/2007

HISD000180

5/23/2007

Professional Development and Appraisal System: Summative Annual Appraisal

NAME & SSN: Tom Jones, 439622999 APPRAISER: Bonita Morgan CAMPUS: Hines-Caldwell ES ASSIGNMENT: PreK-5th DATE: 04/03/2007 BEG: 10:30 AM END: 11:15 AM

DOMAIN VI: Professional Development

1. Campus/district goals	3
2. Student needs	3
3. Prior performance appraisal	3
4. Improvement of student performance	3
Total	12
16 20 Exceeds Expectations	9 15 Proficient
3 8 Below Expectations	0 2 Unsatisfactory

DOMAIN VII: Compliance With Policies, Operating Procedures, and Requirements

1. Policies, procedures, and legal requirements	
2. Verbal/written directives	
3. Environment	
Total	
13 15 Exceeds Expectations	9 12 Proficient
3 8 Below Expectations	0 2 Unsatisfactory

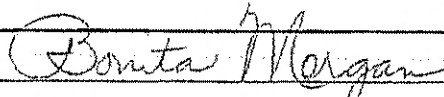
DOMAIN VIII: improvement of Academic Performance of all Students on the Campus (Based on Indicators Included in the AEIS)

1. Aligns Instruction	3
2. Analyzes TAKS data	3
3. Appropriate sequence	3
4. Appropriate materials	3
5. Monitors student performance	3
6. Monitors attendance	3
7. Students in at-risk situations	3
8. Appropriate plans for intervention	3
9. Modifies and adapts	3
10. Campus Performance Rating + AYP	2
Total	29
40 50 Exceeds Expectations	24 39 Proficient
8 23 Below Expectations	0 7 Unsatisfactory

Campus Performance Rating Meets AYP 1

Academically Acceptable: 1

Signature of Appraiser:



Date: 5-23-07

My appraiser and I have discussed this Summative Annual Appraisal Report.

Signature of Teacher:



Date: 23 May 2007

HISD000181

5/23/2007